App. F. IX-4

Preserve

1936-37

File No. 190/36

Serial No. 1

Previous References
S.& A. 123-31-1
S.& A. 67-44-1
S.& A. 7-22-9

Further References.

GENERAL AND REVENUE SECRETARIAT.

Serial No. 1

Part B for June 1937

SUBJECT.

Representation of Civil Service Officers of the General & Revenue Secretariat for renewal of Duty allowances.

WD 0418—GPB—22,500—29-8-36

Serial No.

Representation of Civil Services of the G. of I. for revival of Duty allowances

The Secretariat Civil Service Assn. presented to His Excy. on 15.. the note forwarded up herewith, urging that the Duty allowances which were known by various names and were abolished in 1931, may be restored.

2. The specific grievance which clearly the Secretariat Officers have is that their allowances which could be drawn, is however, limited to the Civil Order of 1918 under which the Secretariat staff of several Depts. were brought together in one C.S. Cadre. In para of the Memo it was stated that the proposal was made that for the common cadre which was brought into Delhi, Secretariat and other Offices

NOTE—Contn. Sheet.

WD 0417—GPB—30,000—8-9-36

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Secretariat posts were quoted as an example of ~~the~~ posts to which allowances ~~to~~ would be deserved. In the statement of Cost attached to the G.O. (page 8) it is noted against the Secrett. that "original Scale of allowances, viz Rs 50 p.m. to be restored" indicating that such allowances were in force ~~in~~ some time previously also.

3. As stated in the Officers' Representation, the Secretarial-allowances withstood the Scrutiny of two Committees ~~in~~ in 1922 & 1924 who allowed their continuance. It was only the Retrenchment Committee of 1931 ~~which~~ which made a fresh review of the principles ~~of~~ regarding the grant of various allowances and recommended the abolition of the Secretariat allowances. This proposal was approved by Govt. This Committee expressed the view that "additional work should not be a ground for an allowance unless it is entirely outside the normal duties of an office, or unless such addition to duty entails

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more than a reasonable day's work; and that additions to pay should not be allowed except in cases where an officer is employed on arduous work outside his ordinary sphere of employment or on temporary detached duty involving responsible and heavy work".

4. It is represented by the officers that "the recomn. of the 1931 Committee was primarily based on the immediate and absolute necessity of effecting economies, & in an extraordinary situation, it was impossible for them to consider the true effect of applying a general principle to individual cases". It is reported that now the abnormal conditions have ceased, the allowances might be restored, in view of the opinion of the previous Committees who had no objection to it and the "recognised principle that the posts reserved in the Secrett. for the Civil Service involve more responsibility and heavy work not usually imposed on Asst. Comrs in the general cadre"; and that life

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in Bangalore is undoubtedly more costly than in any mofussil stations" especially in the matter of house rent and conveyance charges.

5. The request is for orders on other points that may arise for consideration in this connection seem to be :—

(i) Revival of the allowances that were being given to ~~Comparatively~~ the Secretaries to Govt.

(ii) Cases of other Civil Service officers working in the Accounts Dept. & Headquarter offices, and of any non-Civil Service officers similarly situated, in ~~Non-Civil Service officers in the Secretariat & Accounts~~ the matter of grant of such fees.

Submitted

Gpl 28/5/37

may lie over for the present.

MRS 4/6

B

CB 1992

CS 190-86-1

rec'd.
15.5.31

Note on the revival of Secretariat allowances to Civil Service Assistant and Under Secretaries.

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The practice of giving Assistant Commissioners, working as Assistant and Under Secretaries, a Secretariat allowance had been in vogue for nearly three decades before it was abolished in 1931, pursuant to the recommendations of the Retrenchment Committee. The allowance given till then was classed as a Duty Allowance, and, the question of its retention or otherwise was considered at least on two previous occasions. In the year 1922, the Special Finance Committee examined the matter and formulated the general principle that " allowances will only be sanctioned in the case of officers drawn from a general cadre and posted for special appointments involving more responsible and heavy work not generally imposed on officers of that class." Government accepted this principle and allowances for Civil Service Secretariat Officers were retained while those for Non-Civil-Service Secretariat offices were abolished.

2. The Standing Committee on Finance and Taxation considered the question again in 1924 While this Committee thought it desirable and necessary to abolish many other allowances of a similar nature, agreed however to the retention of the Secretariat Allowance, on account of special considerations in its favour.

With regard to the Secretariat Allowance, in particular, the Retrenchment Committee of 1931, remarked that duties " in the head quarters or in the Secretariat are not in themselves necessarily more arduous, responsible or more expensive than duties elsewhere; and even if otherwise, they have compensation of their own" The Committee were of opinion that officers belonging to a general cadre are bound to serve in any appointment borne on that cadre without claim to any allowance. Government accepted the recommendation of the Retrenchment Committee in this behalf and abolished the Secretariat Allowance.

4. The principle enunciated by the Retrenchment Committee that an officer is not entitled to an allowance if he is posted to an appointment included in the cadre, was one which in the opinion of the two previous committees was not considered to be of general application. Both the Committees came to the conclusion that the grant of an allowance was thoroughly justifiable on the recognised principle that the posts reserved in the Secretariat for the Civil Service involve more responsibility and heavy work not usually imposed on the Assistant Commissioner in the general cadre. The nature of the duties as such and the conditions under which they have to be performed are in essence more arduous and exacting than in other offices. The following points will make the position

position clear:

5. All things considered, life in Bangalore is undoubtedly more costly than in any mofussil town in the State. The expensiveness of living in Bangalore is so obvious that it does not require any elaboration but two items in which the disadvantage is specially noticeable are house rent and conveyance charges. Bangalore is a town where rental value of buildings is very high and being a place of distances also, the necessity for a conveyance is undisputed. Under these two items alone a junior officer of the Secretariat finds it extremly difficult to maintain a standard of life which can at all be considered even moderately suitable to his status and responsibilities. His colleague in the mofussil has a distinct advantage over him in the matter of expenditure under these two items.

6. The Retrenchment Committee held that the amenities of life in head-quarters largely compensated for the costliness of living; but for a junior officer struggling to make both ends meet, the advantages of city life are not so obvious as its discomforts, especially as none of the amenities of city life could be availed of without normally affecting his family budget.

7. Government are fully aware of the duties performed by the Assistant and Under Secretaries. For a long time, it is considered that officers who could be trusted to bring to bear a special degree of care and study for prompt despatch of work are selected for duty in the

Secretariat. The hours of work are rigid and admit of no latitude. In this view, work in the Secretariat has special features which make it onerous and heavy.

8. Secretariat Allowances to Civil Service Officers were in existence for over 30 years and it was in view of considerations mentioned above that Government were pleased to sanction the continuance of such allowances. These considerations have lost none of their force with the lapse of years and the need for restoring these allowances is even more urgent at present having regard to altered conditions of life in Bangalore.

9. In British India, allowances are sanctioned to Junior Members of the Indian Civil Service doing duty in the Provincial Secretariats and usually an allowance ranging from Rs. 150 to Rs. 200 is paid to each officer drawn from the general cadre and posted for Secretariat work. The abnormal conditions resulting from the recent agricultural and industrial depression forced every Provincial Government in British India to practise rigid economy in all directions and to impose a - salary cut on its employees on lines similar to those adopted in Mysore. But even during the worst period of depression, no other Government thought it desirable to abolish the Secretariat Allowance. Presumably, the concerned Governments felt that the interests of the Junior Members of the Civil Service in the

Secretariat would suffer and therefore the allowances remained unaffected.

10. The recommendations of the Retrenchment Committee of 1931 for the abolition of these allowances was primarily based on the immediate and absolute necessity for effecting economies, and in an extraordinary situation, it was impossible for them to consider the ~~truth~~ true effect of applying a general principle to individual cases. The claim of the Civil Service Assistant and Under Secretaries has some special features justifying the restoration of the allowance. The abnormal conditions which necessitated drastic retrenchments in all directions have almost disappeared and it is therefore submitted that the request for the grant of an allowance to each of the junior Civil Service Officers posted for Secretariat duty be considered favourably.

TSS.